

LEGISLATURE OF THE STATE OF IDAHO  
Sixty-second Legislature Second Regular Session - 2014

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 606

BY APPROPRIATIONS COMMITTEE

AN ACT

APPROPRIATING ADDITIONAL MONEYS TO THE IDAHO COMMISSION FOR LIBRARIES FOR FISCAL YEAR 2014; APPROPRIATING MONEYS TO THE IDAHO COMMISSION FOR LIBRARIES FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION; AND DECLARING AN EMERGENCY.

Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. In addition to the appropriation made in Section 1, Chapter 196, Laws of 2013, and any other appropriation provided for by law, there is hereby appropriated to the Idaho Commission for Libraries \$40,000 from the Federal Grant Fund, to be expended for personnel costs, for the period July 1, 2013, through June 30, 2014.

SECTION 2. There is hereby appropriated to the Idaho Commission for Libraries, the following amounts to be expended for the designated expense classes, from the listed funds for the period July 1, 2014, through June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	FOR TRUSTEE AND BENEFIT PAYMENTS	TOTAL
FROM:					
General Fund	\$1,802,000	\$1,482,700	\$26,000	\$200,000	\$3,510,700
Miscellaneous Revenue Fund		23,400	25,000	26,000	74,400
Federal Grant Fund	<u>569,700</u>	<u>916,500</u>	<u>25,000</u>	<u>60,000</u>	<u>1,571,200</u>
TOTAL	\$2,371,700	\$2,422,600	\$76,000	\$286,000	\$5,156,300

SECTION 3. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Idaho Commission for Libraries is authorized no more than thirty-nine and fifty-hundredths (39.50) full-time equivalent positions at any point during the period July 1, 2014, through June 30, 2015, unless specifically authorized by the Governor. The Joint Finance-Appropriations Committee will be notified promptly of any increased positions so authorized.

1       SECTION 4. EMPLOYEE COMPENSATION. It is the intent of the Legislature,  
2 working cooperatively with the Governor's Office, the Division of Human Re-  
3 sources, and the Division of Financial Management, to progress toward the  
4 goal of funding a competitive salary and benefit package that will attract  
5 qualified applicants, retain employees committed to public service excel-  
6 lence, motivate employees to maintain high standards of productivity, and  
7 reward employees for outstanding performance by:

- 8       1) Adjusting the compensation schedule upwards by 1% to move the salary  
9       structure toward market; and
- 10      2) Continuing the job classifications that are currently on payline  
11      exception to address specific recruitment or retention issues; and
- 12      3) Funding an ongoing 1% salary increase for state employees, and funding  
13      the equivalent of a one-time 1% bonus for state employees, based upon  
14      employee merit, with flexibility in distribution as determined by  
15      the agency directors.

16       The Legislature also finds that investing in state employee compensa-  
17      tion should remain a high priority even in tough economic times, and there-  
18      fore strongly encourages agency directors, institution executives and the  
19      Division of Financial Management to approve the use of salary savings to pro-  
20      vide either one-time or ongoing merit increases for deserving employees and  
21      also to target employees who are below policy compensation. Such salary sav-  
22      ings could result from turnover and attrition, or be the result of innova-  
23      tion and reorganization efforts that create savings. Such savings should be  
24      reinvested in employees. Agencies are cautioned to use one-time funding for  
25      one-time payments and ongoing funding for permanent pay increases.

26       SECTION 5. An emergency existing therefor, which emergency is hereby  
27      declared to exist, Section 1 of this act shall be in full force and effect on  
28      and after passage and approval.